

NOTES FOR FIRST MEETING OF CIA RETIREMENT BOARD
11 March 1965

SCHEDULED TO ATTEND: Emmett D. Echols, Chairman

25X1 [redacted] - DDP Members
25X1 Alan Warfield and Harry Fisher - DDS Members
25X1 Paul Boral, DDI Member, and [redacted] observing for
25X1 [redacted], DDI Member
25X1 [redacted] observing for Dr. Karl Weber, DD/S&T Member
25X1 [redacted] - Legal Adviser
[redacted] Executive Secretary
[redacted] Technical Adviser

1. INTRODUCTIONS (as necessary)
2. This first meeting of the board is mainly for orientation.
3. General Carter's letter of appointment may have come as a complete surprise to many of you. Some of you may be completely ignorant as to the purpose and function of this Board. Since these are spelled out in a regulation which has not yet been published, it could not be otherwise. The regulation is unquestionably in final form, however, although for technical reasons the DCI cannot yet formally issue it. In a moment, we will review the responsibilities of the Board as set forth in the regulation.
4. First, let me say a few words about the Board, its membership, and its immediate advisers.
 - a. Each Directorate is represented. This was considered essential since there are potential participants in the system in each Directorate.
 - b. Second, there is planned disproportionate representation, roughly reflecting the probable participation of the personnel of each Directorate. Thus, there are three members from DD/P, two from DD/S, two from DD/I, and one from DD/S&T.

Lest you think I can't count, I as Chairman and also the Director of Personnel am NOT a representative of the DD/S. The regulation, as

~~CONFIDENTIAL~~

you will see when we get to it, delegates to the Director of Personnel all authorities necessary to the administration of the system except those specifically reserved to the Director. The Board, appointed by the Director, is an advisory rather than a decision-making body. I bring this up to explain the anomaly of my Chairmanship. It is contemplated that I will serve as a temporary Chairman at least through the period when you can benefit from my intimate participation in the development of the CIA Retirement Act and its implementing regulation. In due course, another Chairman - one of you most likely - will replace me.

25X1 Somewhat similarly, [] Deputy General Counsel and Legislative
25X1 Counsel of the Agency, will initially be our legal adviser and [] 25X1
25X1 [] will be our technical adviser. The simple fact is that John and
[] know more about our retirement system and its legislative history
than any other human beings.

In addition, our Retirement System involves some very complex funding problems and I expect we will want to have a Financial Adviser sit with us at times. Obviously, we will also want and need advisers from Cover and Security and other technical offices from time to time.

So much for the Board and its advisers.

5. Questions for the Board

Just to whet your appetites, let me mention some of the questions that we will want to take up with you at an early date and some of the problems that you will face.

- a. A policy question which must be decided soon is whether or not to include as participants in the system people who appear to have previously fulfilled all qualifying requirements but who have already completed a full

~~CONFIDENTIAL~~

career and are entitled to full Civil Service annuities. This is not a simple question - cases include employees already over Agency Civil Service retirement age and one case of an employee on LWOP awaiting a decision as to whether he will be designated a participant under the CIA retirement system and retired under that system or the Civil Service system.

- b. A most difficult and critical problem will be for you to develop the criteria or definition of qualifying service which is not performed overseas. It has been pretty clearly established that all service overseas with the Agency is qualifying but the definition of qualifying service performed in the U.S. is pretty vague. Before we get to this question, you are going to have to do your homework thoroughly. I think we won't define the criteria precisely until you have actual cases on hand to consider.
- c. Another question is whether to include or exclude career agents from the system. A negative decision initially would not necessarily preclude future inclusion. And in planning, we deliberately have left the door open for their inclusion.

6. Let's turn now to our briefing kits and their contents:

They include: A brief summary of the CIA Retirement System.

A copy of the CIA Retirement Act.

The Senate Committee Report - a **SIGNIFICANT DOCUMENT** since it represents the final Congressional report on our system.

The two House Committee Reports - Subcommittee and full Committee.

The House Committee hearings.

In addition, we will reproduce and send to you copies of the floor debates in both the House and the Senate.

CONFIDENTIAL

7. Next Meeting: I think we should plan to meet at least once a week on a regular basis during this initial phase. If possible, I'd like to establish a time which is least inconvenient for all of you. (TRY TO SETTLE NOW.) At our next meeting, I hope you will bring up any questions which reading these reference materials raise in your mind -- if possible, let me have them in advance so I can be sure we can answer them. Also, we hope to review with you the procedures which have been worked out with representatives of the major components concerned for the initial screening of participants.

CONFIDENTIAL